



# Building Inclusive Practices to Create Stronger Communities

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2022 NY ALLIANCE FOR INCLUSION & INNOVATION

ANNUAL CONFERENCE

APRIL 28<sup>TH</sup>, 2022

# Introduction

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# Our Center

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The Kelberman Center is the leading provider of autism services for children, adults and families in the Mohawk Valley and Central New York. It was founded in 2005.

We provide comprehensive programming and services for people throughout all phases of life, from early childhood through adulthood.

Our goal is to meet people and families where they are in life and to support them every step of the way on their journeys navigating autism.

## **Our Program and Services:**

*Clinical Services*

*Residential Services*

*Education Services*

*Parent Support*

*Home & Community Based Services*

*Community Partnerships*

*Recreation and Camp*

# Developmental Disabilities Planning Council



**Developmental  
Disabilities  
Planning Council**

The NYS DDPC was created following the federal Developmental Disabilities Act (2000). Although it is 100% federally funded, the DDPC is a New York State agency under the direction of NYS Governor.

The DDPC is not a direct service provider. Their mission is carried out through grant work. The DDPC creates pilot projects which focus on advocacy, systems change, integration, and inclusion in all aspects of a person's life.

NYS DDPC Council members are volunteers appointed by the Governor. They are people with intellectual and/or developmental disabilities (IDD) and family members of people with IDD. In addition, representatives from State agencies and other service provider organizations are members of the Council.

# The Social Inclusion Initiative

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# What is the Social Inclusion Initiative?

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A program model that supports community based social opportunities for people with intellectual, developmental (ID/DD) and other disabilities living in rural and urban communities with high rates of poverty and disparate access to social opportunities and other community resources.



# The Need for Inclusivity

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At the time (2018), Kelberman's social and recreational programs were just beginning to expand, yet they were only directed towards the individuals that received services through the Center. **There was a strong need for socially inclusive opportunities, where youth and adults of all abilities could come together, learn and grow.**

When the funding opportunity became available through the DDPC, the Kelberman Center submitted a proposal that included **socially inclusive programming, parent and peer support, and train-the-trainer opportunities**, in the hopes that activities would continue to be offered after the grant periods.

# Learn & Practice Approach

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The **Learn** phase of the initiative meant to prepare individuals with ID/DD, their families, and community organizations to participate in social opportunities through customized workshops, support groups and trainings.

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The **Practice** phase of the initiative came to life through implementation of community-based social and recreation programs funded through mini-grants to community partners such as businesses and non-profit providers covering a variety of settings and interest areas. Kelberman Center staff provided on-site support to prepare partners in advance, as well as during and after the social activities.

# Goals & Activities

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## **Objective 1 - Establish and administer the mini-grant program**

Establish and administer the mini-grant program that funds a variety of social opportunities and programming for individuals with ID/DD in un- and underserved rural and urban communities in Otsego, Oneida, and Onondaga counties.

## **Objective 2 - Technical assistance to the mini-grant programs**

Provide ongoing technical assistance for community-based organizations that implement social programming opportunities in their communities, including regular webinars, site visits, and the development of tools and materials for mini-grant recipients.

## **Objective 3 - Evaluation and Sustainability**

Evaluate the social opportunities initiative with an emphasis on sustaining the initiative beyond DDPC funding, to assess outputs, outcomes, and long-term impacts of the initiative.

# Goals & Activities

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## Objective 1 - Establish and administer the mini-grant program

### Tasks:

- ✓ Establishment of a Project Advisory Board
- ✓ Recruitment of potential community partners
- ✓ Program outreach and marketing campaign
- ✓ Development of mini-grant application process
- ✓ Selection and award of mini-grants

# Goals & Activities

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## Objective 2 - Technical assistance to the mini-grant programs

### Tasks:

- ✓ Technical Assistance (TA) needs assessment
- ✓ Train-the-Trainer trainings for mini-grant recipients
- ✓ Mini-grant programs implementation technical support
- ✓ Parent Round Table Series
- ✓ Family Navigation Services
- ✓ Clinical consultation and Behavior Support within community programming
- ✓ TA with program implementation and evaluation

# Goals & Activities

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## Objective 3 - Evaluation and Sustainability

### Tasks:

- ✓ Data collection and evaluation of program participants
- ✓ Data collection and analysis of programs
- ✓ TA feedback evaluation and analysis
- ✓ Sustainability
- ✓ DDPC Grant Management
- ✓ Produce promotional materials & success stories
- ✓ Project findings and recommendations

# The Experience

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# Initial Hurdles – Year 1

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- **Otsego County** (poverty rate is 16.8% higher than NY State average)
- 12/10/2019 Open Forum: low attendance
- No incoming applications due to lack of potential community partners already operating in the area
- COVID
- Telehealth therapy sessions and virtual support/peer groups were offered to individuals and families during the shutdown

# Program Takeoff – Year 2

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- **Onondaga County**
- Unused funds from Year 1 were allocated to partners in Oneida County and Onondaga County for the first two quarters of the second grant year: *Fitness Mill, Lake Delta Bible Conference Center, YMCA of CNY*
- New partners were involved for the last two quarters of the second grant year in Onondaga County: *EYE Studio, Everson Museum of Art, Blessed Sacrament School*. The partnership with the *YMCA of CNY* and the *Fitness Mill* was also extended
- Parent Support Group, Family Navigation Services and Staff & Community Trainings were offered throughout Year 2

# Partner Programming in Year 2



# Ongoing Successes – Year 3

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- **Oneida County**
- New grantees: *Root Farm, In Bloom Yoga, Be.Life, Arts & Magic, YMCA of the Greater Tri-Valley*. The partnership with the *YMCA of CNY* continues throughout Year 3
- Parent Support Group, Family Navigation Services, Clinical Consultations and Staff and Community Trainings are continuously offered throughout Year 3

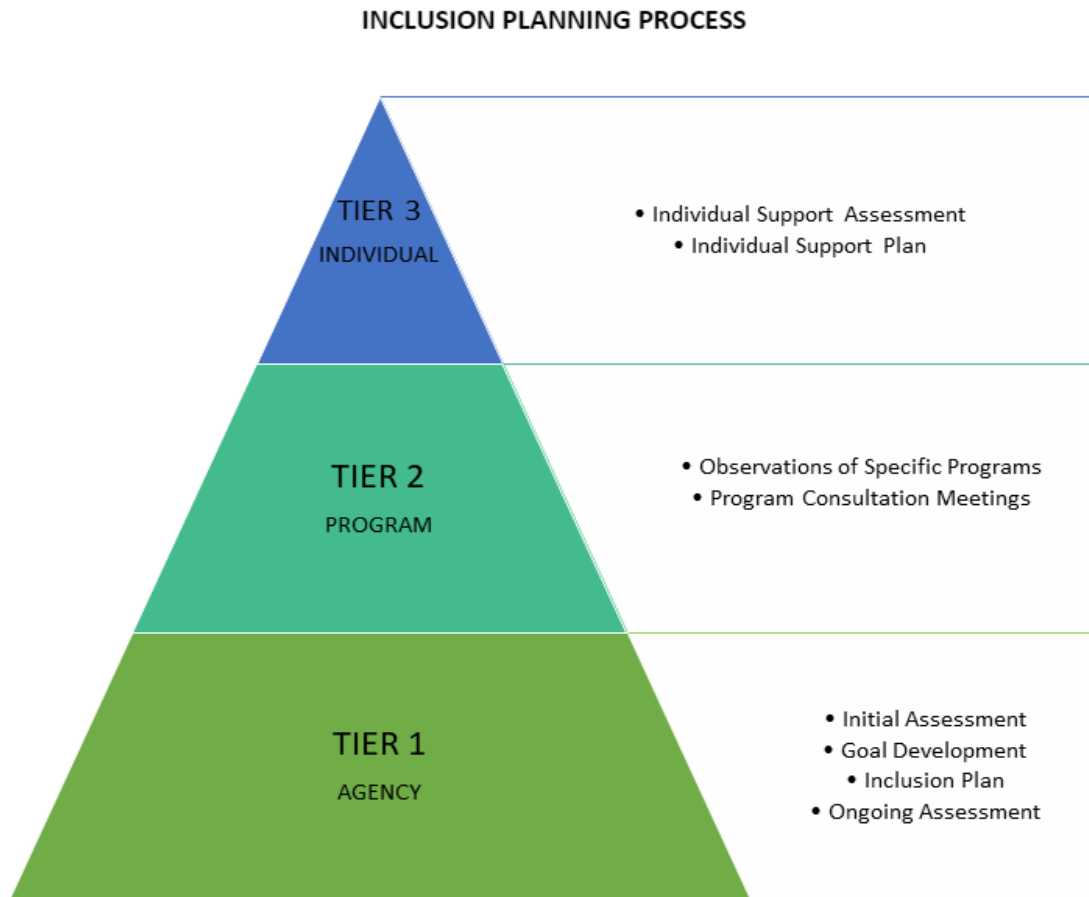
# Partner Programming in Year 3



# Technical Assistance

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# 3-tier System



**Tier 1** begins with an initial consultation and assessment session, which incorporates an interview with administrators, a review of intake paperwork, training materials, and an observation of the program. Based on the assessment, the Kelberman team provides a summary of the assessment, after which all work together to develop a more formal inclusion plan, delineating immediate and future goals and objectives.

During **Tier 2** services, specific programs would be observed and rated across the following domains: professional knowledge, environmental structure & classroom organization, activity & engagement, team processes, and individual support plans. The specific program would be provided feedback and ongoing supports to further develop their practices.

**Tier 3** services would allow for individualized student assessment and supports in collaboration with the Kelberman team. Like other tiers, this approach includes a formal assessment of needs, following with an individualized plan.

# Train-the-Trainer Format

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## Topics:

- Inclusion 101
- Autism and other IDD
- Behavior Management
- Emotional Regulation
- Inclusive Language
- Disability Etiquette
- ADA Compliance
- Program Adaptations & Modifications

In addition the grantees, our training partnerships have included:

*Human Technologies Corporation*  
*Rome Police Department*  
*Onondaga County Bar Association*  
*Lafayette School District*  
*North Syracuse Early Education Program*  
*Girl Scouts of Canastota*

# A focus on Sustainability: How to Maintain Inclusive Practices

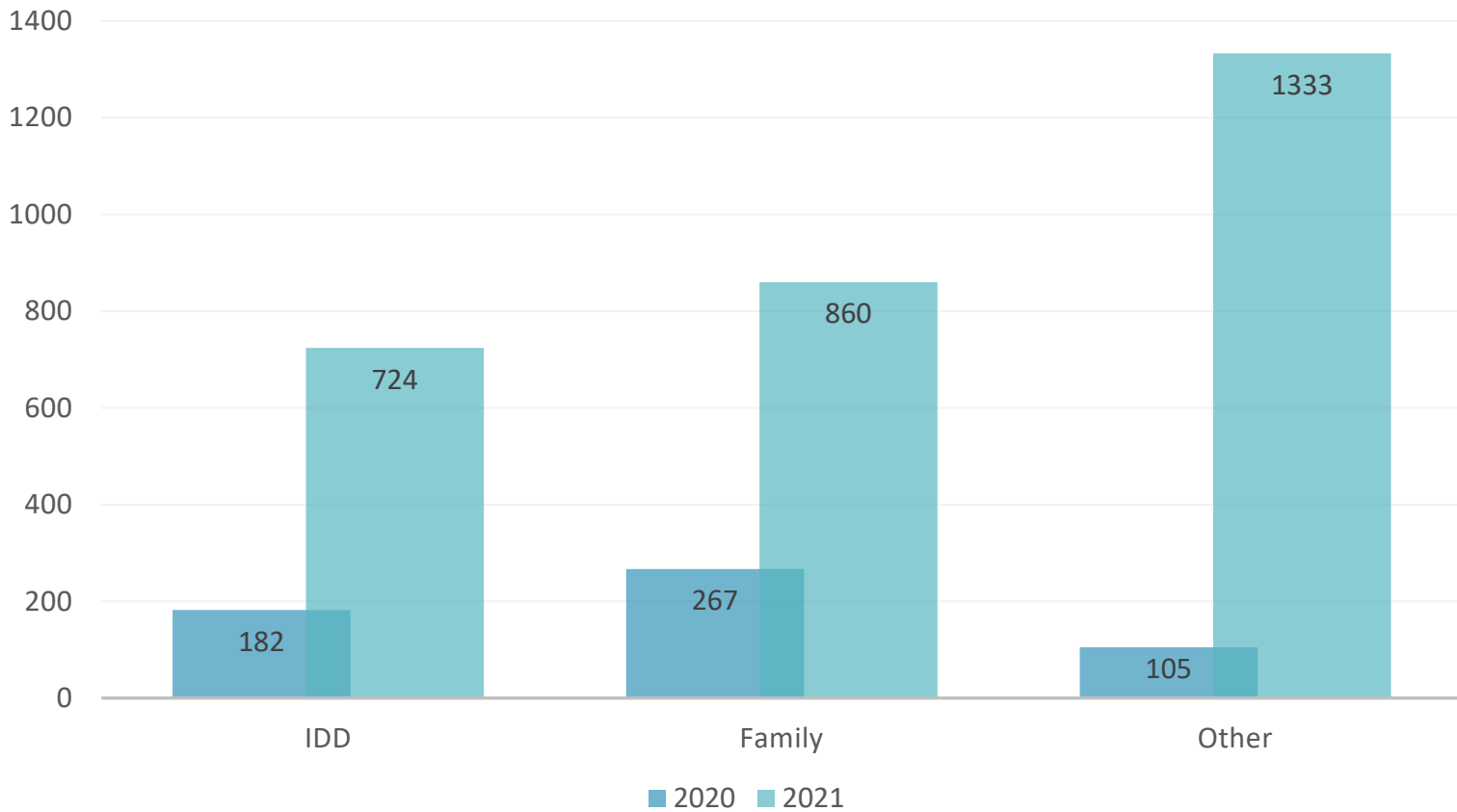
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- Structural and Environmental Factors
- Staffing & Training
- Continuous Assessment of Inclusive Practices
- Participant Feedback and Evaluation
- Funding

# Measuring Outcomes

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# Participation and Outreach



These numbers include: program participants, training participants, families and individuals who utilized family navigation services or other clinical supports, and participants to the parent support group.

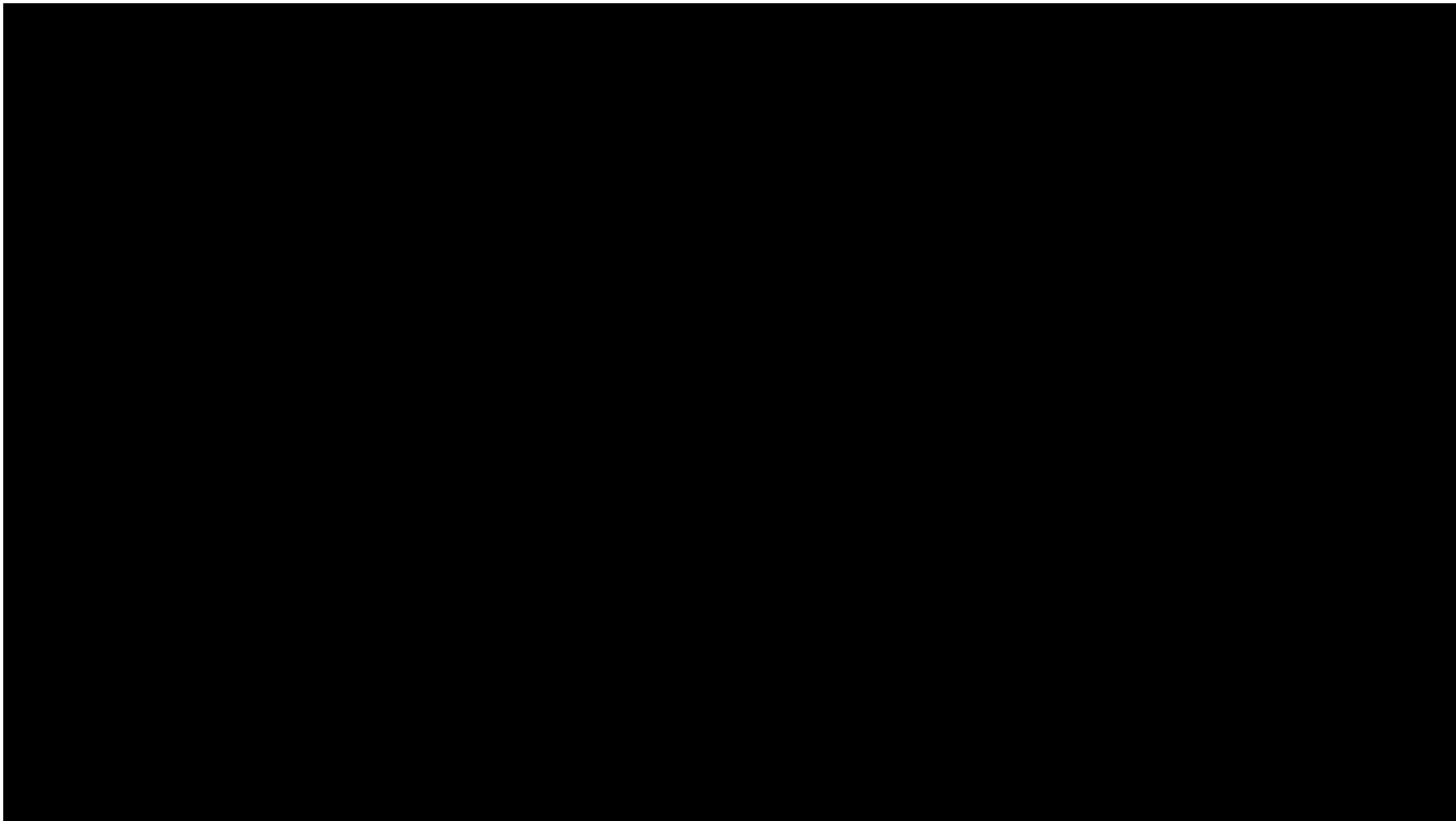
# Evaluation Process and Data Collection

- Monthly Program Reports
- Expenditure Reports
- Program Surveys
- Training Surveys
- Demographic Data
- Success Stories, Pictures, Social Media Posts



# The Social Impact

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How would this model  
*serve your* community?

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THE KELBERMAN CENTER  
AUTISM SERVICES ACROSS THE LIFESPAN